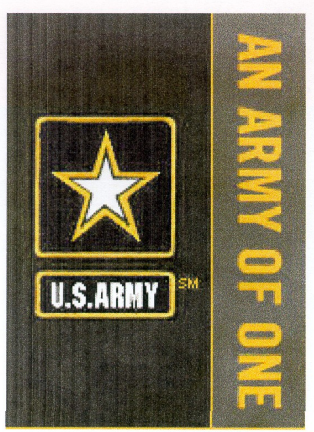
United States Army

Task Force on Sexual Assault Policies



Briefing For

DACOWITS

May 24, 2004

Agenda

- **Executive Summary**
- **Recommendations Summary**
- **Summary of Key Decisions**
- **Background Information**
  - **Task Force Organization and Approach**
  - **Victim Advocate Program**
  - **Program Process for Garrison and Theater**

Executive Summary

Approach	• Reviewed Army programs and policies associated with sexual assault • Analyzed available Army sexual assault data • Reviewed best practice programs (Coast Guard, US Military Academy, Navy, Universities) • Identified and developed specific areas to improve Army's sexual assault education, awareness, response, victim support, and data collection
Findings & Conclusions	• Individual policies and program elements (to include victim services) are functioning but are not integrated; no HQDA proponent • As a result, Army does not have a single established protocol for leaders or victims to follow • Little education, prevention, training, communication, or command climate focused on sexual assault • Data collection, reporting and evaluation metrics are fragmented at best • No ongoing program evaluation
Recommendations	• Create a policy focused on education, prevention, integrated victim support, rapid reporting, thorough investigation, appropriate action and follow-up. • Require sustained, comprehensive, progressive, and sequential training that integrates Army values and all HR training • Establish program structure with Victim Advocates and Victim Advocate Coordinators • Require structured, quarterly feedback, assessment, and program improvement at battalion, installation, MACOM and HQDA levels.

Task Force Recommendations – Summary

Policy	• Integrate HR training, education, and awareness to prevent sexual assault with appropriate protocols • Require timely, coordinated, and effective support to victims • Ensure rapid response, thorough investigations, and appropriate action to hold offenders accountable
Program Goals	• Aggressively and proactively address sexual assault throughout the Army • Foster positive command climate where victims feel free to report incidents • Provide timely, comprehensive and integrated victim support services • Conduct recurring program assessment and improvements
Victim Advocate Coordinator (VAC)	• Create a Victim Advocate Coordinators (VAC) to: – Act as program manager for victim support services – Coordinate with appropriate agencies including OSJA, CID, MP, AMEDD, FAP & units – Coordinate education for Soldiers, Victim Advocates and leaders
Victim Advocate	• Appoint Victim Advocates from each battalion level unit (min grade E-6 or equivalent) trained and educated to – Assist Chain of Command in coordinating victim support – Serve as an immediate support companion throughout the process – Coordinate appropriate assistance and services, but no role as counselor
Feedback	• Installation or Senior Mission Commander chairs quarterly installation meeting (i.e., Sexual Assault Review Board (SARB)) to ensure coordination and synergy among organizations • Conduct periodic assessments of program effectiveness at battalion, installation, MACOM and HQDA levels
Deployable	• Program must be deployable to field and overseas environments • Require VAC with each deployed Division level (Unit of Employment) and above.
HQDA Manager	• Conduct periodic assessment of program based on standardized reporting and metrics • Review feedback from the field to update program throughout Army as necessary

Summary of Key Decisions

Recommendation	Approve/ Disapprove
• Create a policy focused on education, prevention, integrated victim support, rapid reporting, thorough investigation, appropriate action and follow-up.	
• Require sustained, comprehensive, progressive, and sequential training that integrates Army values and all HR training	
• Establish program structure with Victim Advocates and Victim Advocate Coordinators	

Background Information

Task Force Members Represent the Following Offices

- Assistant Secretary of the Army (M&RA)
- Deputy Chief of Staff, G-1 (Human Resources)
- The Surgeon General
- The Provost Marshal General
- The Judge Advocate General
- The Inspector General
- Criminal Investigation Command
- Deputy Chief of Staff, G-3 (Training)
- Chief of Chaplains
- Assistant Chief of Staff for Installation Management
- Director, Army National Guard
- Chief, Army Reserve
- Army Research Institute
- Strategic Communications Office
- General Counsel
- Chief of Legislative Liaison
- Chief of Public Affairs
- Sergeant Major of the Army

Secretary Brownlee
6 Feb 2004

"…detailed review of effectiveness of policies on reporting and addressing allegations of sexual assault"

"…review processes in place"

"…recommend changes"

Approach

Gathered Information

- Army sexual assault data
  - CID
  - TJAG
  - ARI
  - Sexual misconduct database
  - Unit command climate survey
- Programs
  - Legal
  - MP
  - Medical
  - Chaplain
  - FAP
  - Training
- DoD sexual assault programs
  - USMA
  - Coast Guard
  - Navy
- Non-DoD sexual assault programs
  - University of Arizona
  - University of Colorado, Boulder
  - Purdue University
- Army policies and regulations

Analyzed Information

- Army sexual assault data
  - CID
  - TJAG
  - ARI
  - Sexual misconduct database
  - G-1 Unit Command climate survey
- Programs reviewed
  - SANE (Virginia)
  - SAVI
- Education available
  - Human relations training
  - Prof Mil Ed
  - Enlisted IET
- Communication
  - Hooah4Health.mil
- Culture and climate

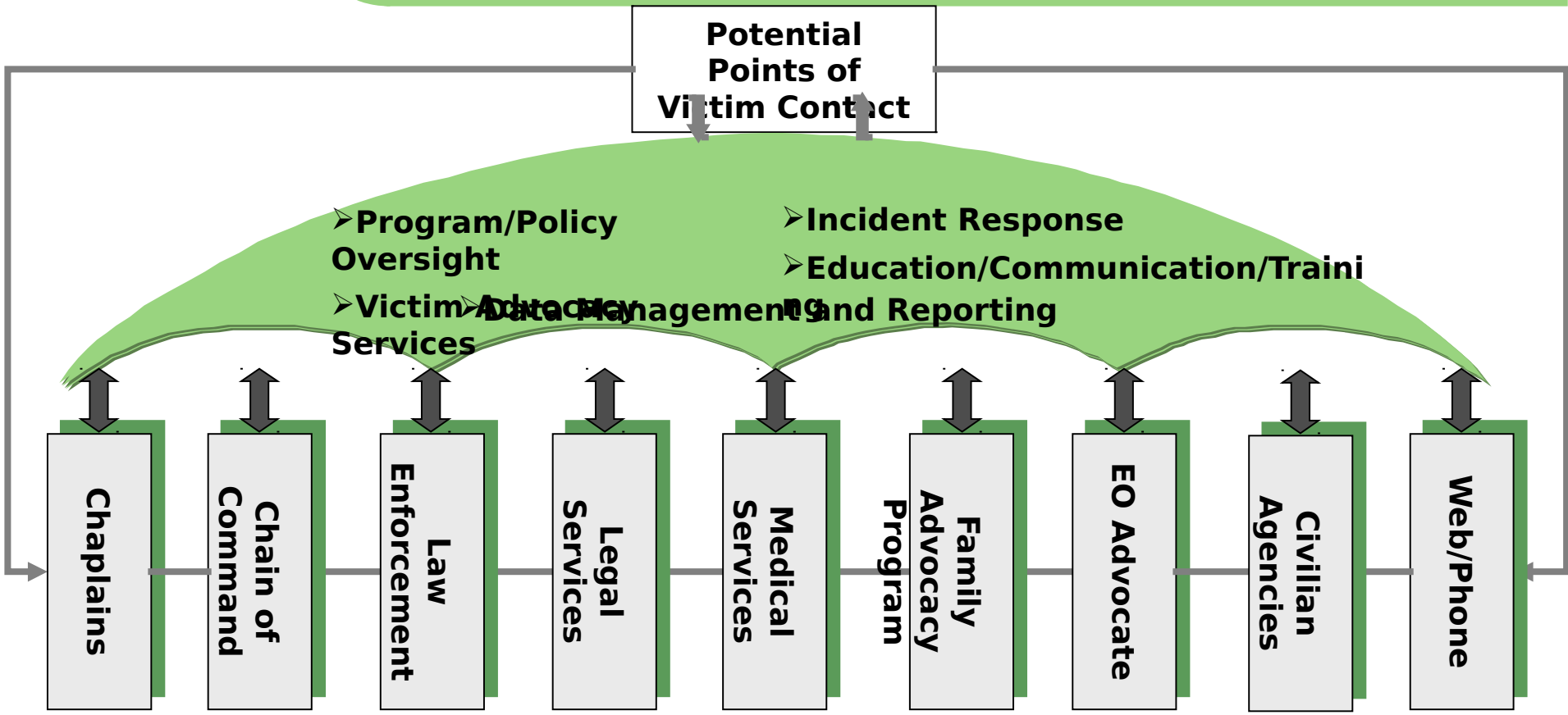
Developed Strategy

- Lifecycle needs
  - Pre-event – education, prevention
  - Victim response and advocacy
  - Long term support
  - Tracking and program improvement

Created Recommendations

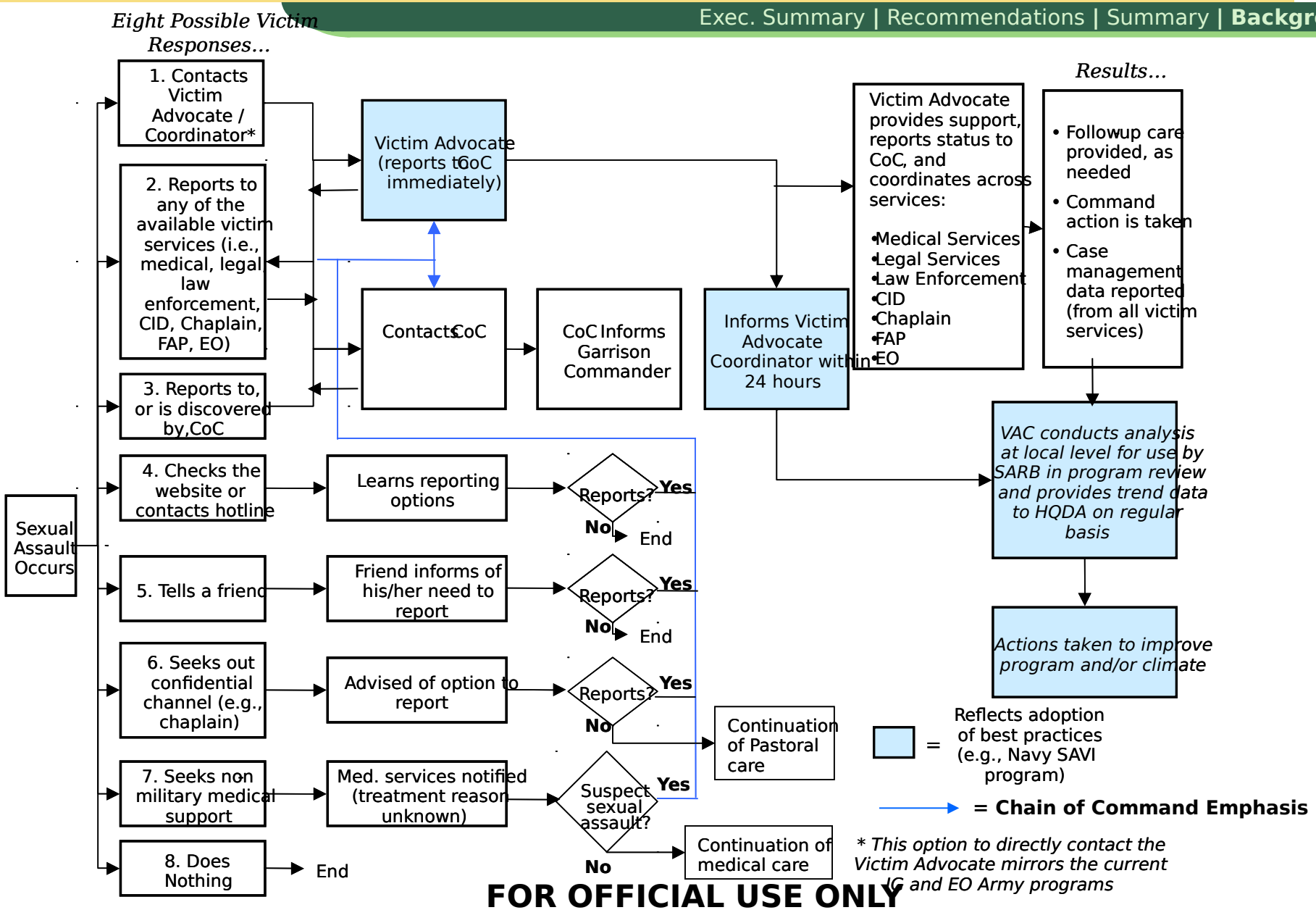
- Core program components
  - Policy, program, proponent, integration
  - Education, prevention, training, communication, command climate
  - Incident response, investigation, action taken
  - Victim services
  - Data collection, reporting and evaluation, program improvement

Recommendation – Establish Victim Advocate Program (Garrison and Theater)

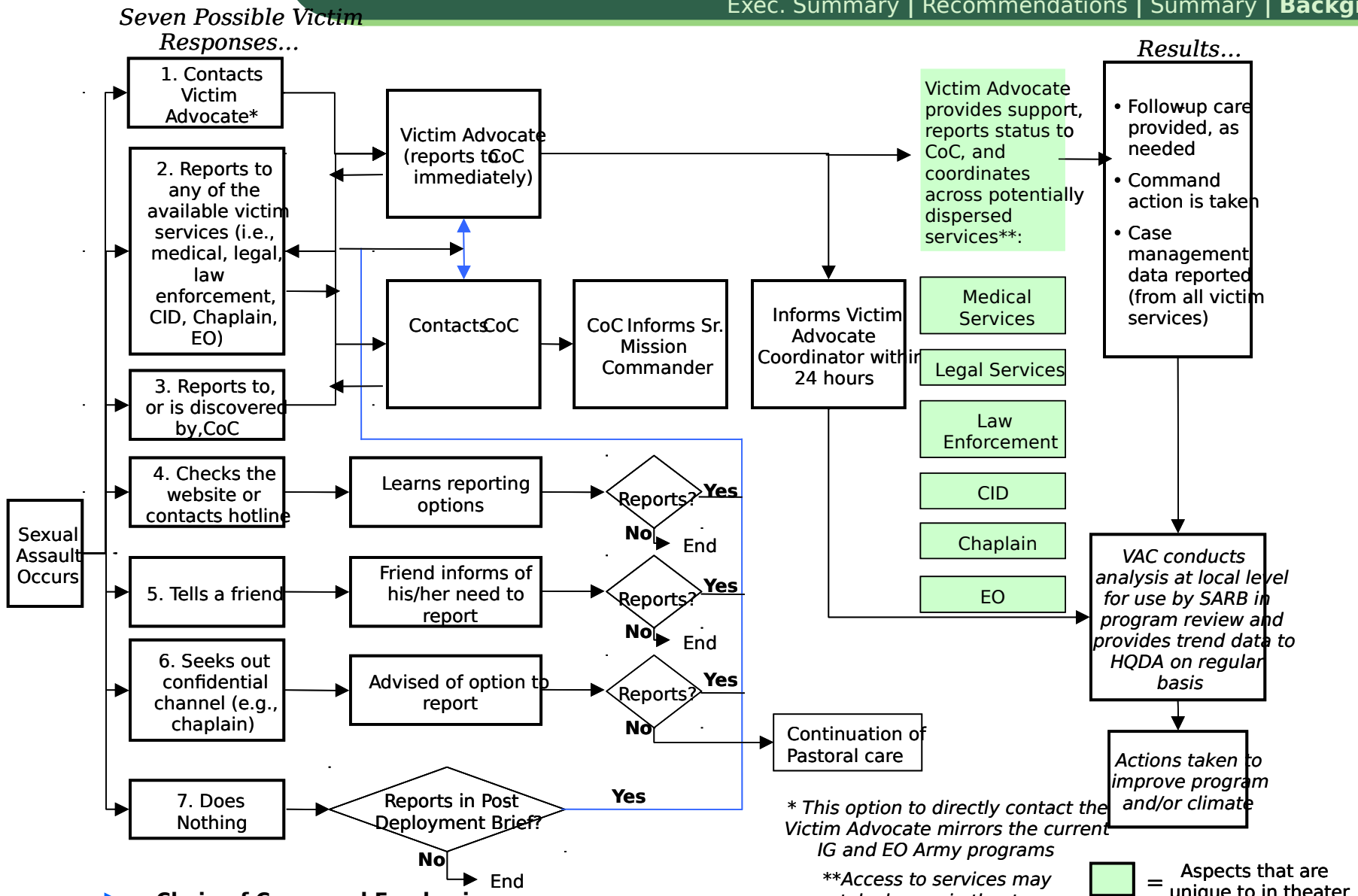


- Create an integrated command/installation Victim Advocate Coordinator (VAC) with responsibility for integration and coordination of victim services
- Identify and train victim advocates who will serve as an immediate support companion throughout the process
- Develop metrics to track, evaluate, and improve program
- Set local standards for victim support and monitor compliance

Recommendation – Garrison Process


Eight Possible Victim Responses…
1. Contacts Victim Advocate / Coordinator*
2. Reports to any of the available victim services (i.e., medical, legal law enforcement, CID, Chaplain, FAP, EO)
3. Reports to, or is discovered by,CoC
4. Checks the website or contacts hotline
5. Tells a friend
6. Seeks out confidential channel (e.g., chaplain)
7. Seeks non military medical support
8. Does Nothing
End
Sexual Assault Occurs
Victim Advocate (reports to CoC immediately)
Contacts CoC
CoC Informs Garrison Commander
Learns reporting options
Friend informs of his/her need to report
Advised of option to report
Med. services notified (treatment reason unknown)
Reports?
Yes
No
End
Reports?
Yes
No
End
Reports?
Yes
No
Continuation of Pastoral care
Suspect sexual assault?
Yes
No
Continuation of medical care
Informs Victim Advocate Coordinator within 24 hours
Victim Advocate provides support, reports status to CoC, and coordinates across services:
•Medical Services
•Legal Services
•Law Enforcement
•CID
•Chaplain
•FAP
•EO
Results…
• Followup care provided, as needed
• Command action is taken
• Case management data reported (from all victim services)
VAC conducts analysis at local level for use by SARB in program review and provides trend data to HQDA on regular basis
Actions taken to improve program and/or climate
= Reflects adoption of best practices (e.g., Navy SAVI program)
= Chain of Command Emphasis
* This option to directly contact the Victim Advocate mirrors the current IG and EO Army programs

Recommendation – Theater Process


Seven Possible Victim Responses…
1. Contacts Victim Advocate*
2. Reports to any of the available victim services (i.e., medical, legal, law enforcement, CID, Chaplain, EO)
3. Reports to, or is discovered by, CoC
4. Checks the website or contacts hotline
5. Tells a friend
6. Seeks out confidential channel (e.g., chaplain)
7. Does Nothing
Sexual Assault Occurs
Victim Advocate (reports to CoC immediately)
Contacts CoC
CoC Informs Sr. Mission Commander
Learns reporting options
Friend informs of his/her need to report
Advised of option to report
Reports in Post Deployment Brief?
Reports?
Yes
No
End
Continuation of Pastoral care
Victim Advocate provides support, reports status to CoC, and coordinates across potentially dispersed services**:
Informs Victim Advocate Coordinator within 24 hours
Medical Services
Legal Services
Law Enforcement
CID
Chaplain
EO
Results…
• Follow-up care provided, as needed
• Command action is taken
• Case management data reported (from all victim services)
VAC conducts analysis at local level for use by SARB in program review and provides trend data to HQDA on regular basis
Actions taken to improve program and/or climate
* This option to directly contact the Victim Advocate mirrors the current IG and EO Army programs
**Access to services may take longer in theater
= Aspects that are unique to in theater
= Chain of Command Emphasis

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